

Rule Requirement of the Proposed Rule Compared to the Adopted Rule

The table below provides a summary of the changes made from the proposed version of the rule to the adopted version.

	Proposed rule	Recommendations for adoption
Scope	<ul style="list-style-type: none"> Applied to employers with outdoor employees and exempts employees working outdoors for 15 minutes or less in an hour over the entire work-shift (incidental exposure). Provided temperature triggers for when the requirements for drinking water and responding to signs and symptoms apply. 	<ul style="list-style-type: none"> Updates the language to limit application of all of the rule requirements when the temperature action levels are met or exceeded. Adds language limiting the application of the rule from May 1 through September 30 annually. Removes half of the temperature action levels to streamline application. Adds language to clearly exempt employees with incidental exposure from the rule requirements. Clarifies language as a result of comments received.
Definitions	<ul style="list-style-type: none"> Provided definitions of “environmental risk factors,” “heat-related illness,” “heat-related illness hazard,” “incidental exposure,” “outdoor environment,” and “personal factors...” 	<ul style="list-style-type: none"> Removes definitions of “heat-related illness hazard,” “incidental exposure,” and “personal risk factors...” Adds definitions of “double-layer woven clothing,” and “vapor barrier clothing.” Updates the definition of “drinking water” to clearly allow the use of electrolyte beverages. Clarifies language as a result of comments received.
Employer and employee responsibility	<ul style="list-style-type: none"> Required a specific written program to address HRI if employees work outdoors. Provided specific elements that the program must address. 	<ul style="list-style-type: none"> Changes language to allow employers to address HRI in their Accident Prevention Program (currently required). Removes requirements for specific elements of the written program. Clarifies language as a result of comments received.
Drinking water	Required employers to provide 1 quart of water per hour per employee when the temperature triggers are met or exceeded.	Clarifies language as a result of comments received.
Responding to signs and symptoms...	<ul style="list-style-type: none"> Applied to employers with employees working in the outdoor environment for more than 15 minutes in an hour. Required employees showing signs or demonstrating symptoms of HRI to be relieved from duty when temperature triggers are met or exceeded. 	<ul style="list-style-type: none"> Applies to employers with employees working in the outdoor environment for more than 15 minutes in an hour and temperatures meet or exceed the temperature action levels in Table 1. Removes language providing examples which caused confusion.
Information and training	<ul style="list-style-type: none"> Applied to employers with employees working in the outdoor environment for more than 15 minutes in an hour. Required annual training on HRI if employees work outdoors. Provided training topics for employees and supervisors. 	<ul style="list-style-type: none"> Applies to employers with employees working in the outdoor environment for more than 15 minutes in an hour and temperatures meet or exceed the temperature action levels in Table 1. Streamlines the training topics by removing topics that are covered by other rules or will have less impact on HRI prevention. Clarifies rule language as a result of comments received.